

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR JOURNEYPerson LINEMEN , 'A' ELECTRICIAN, SPLICER AND HEAVY EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 59.00	\$ 59.00	\$ 61.00	\$ 61.00	\$ 62.00	\$ 62.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.093
P H B P -- Pension Trust	13.390%	\$ 7.900	13.390%	\$ 8.168	13.390%	\$ 8.302
P H B P -- Medical	26.060%	\$ 15.375	26.060%	\$ 15.897	26.060%	\$ 16.157
P H B P -- Medical	8.898%	\$ 5.250	9.836%	\$ 6.000	9.677%	\$ 6.000
Dental Plan	3.140%	\$ 1.853	3.140%	\$ 1.915	3.140%	\$ 1.947
N .E .B .F .	3.000%	\$ 1.770	3.000%	\$ 1.830	3.000%	\$ 1.860
Annuity	9.322%	\$ 5.500	9.016%	\$ 5.500	11.290%	\$ 7.000
HRA	11.017%	\$ 6.500	10.656%	\$ 6.500	10.484%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.514	7.650%	\$ 4.667	7.650%	\$ 4.743
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.985	1.670%	\$ 1.019	1.670%	\$ 1.035
Educational & Cultural (Safety and Training)	2.000%	\$ 1.180	2.500%	\$ 1.525	3.000%	\$ 1.860
Tools and Clothing	0.500%	\$ 0.295	0.500%	\$ 0.305	0.500%	\$ 0.310
Comp. & Dis. Supp.	1.985%	\$ 1.171	1.985%	\$ 1.211	1.985%	\$ 1.231
N.E.L.C.A.F	0.750%	\$ 0.443	0.750%	\$ 0.458	0.750%	\$ 0.465
NEAT Trust Fund	1.000%	\$ 0.590	1.000%	\$ 0.610	1.000%	\$ 0.620
National Electrical Industry Fund	1.000%	\$ 0.590	1.000%	\$ 0.610	1.000%	\$ 0.620
Total Rate For Benefits	107.882%	\$ 63.651	108.803%	\$ 66.370	111.247%	\$ 68.973
Total Cost Per Hour		\$ 122.651		\$ 127.370		\$ 130.973

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR JOURNEYPerson LINEMEN, 'A' ELECTRICIAN, SPLICER AND HEAVY EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE OF Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 88.50	\$ 88.50	\$ 91.50	\$ 91.50	\$ 93.00	\$ 93.00
Hourly Rate	\$ 59.00	\$ 59.00	\$ 61.00	\$ 61.00	\$ 62.00	\$ 62.00
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.092	0.150%	\$ 0.093
P H B P -- Pension Trust	13.390%	\$ 7.900	13.390%	\$ 8.168	13.390%	\$ 8.302
P H B P -- Medical	26.060%	\$ 15.375	26.060%	\$ 15.897	26.060%	\$ 16.157
P H B P -- Medical	8.898%	\$ 5.250	9.836%	\$ 6.000	9.677%	\$ 6.000
Dental Plan	3.140%	\$ 1.853	3.140%	\$ 1.915	3.140%	\$ 1.947
N .E .B .F .	3.000%	\$ 2.655	3.000%	\$ 2.745	3.000%	\$ 2.790
Annuity	9.322%	\$ 5.500	9.016%	\$ 5.500	11.290%	\$ 7.000
HRA	11.017%	\$ 6.500	10.656%	\$ 6.500	10.484%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 6.770	7.650%	\$ 7.000	7.650%	\$ 7.115
DSP Percentage	16.500%	\$ 9.735	16.500%	\$ 10.065	16.500%	\$ 10.230
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.985	1.670%	\$ 1.019	1.670%	\$ 1.035
Educational & Cultural (Safety and Training)	2.000%	\$ 1.770	2.500%	\$ 2.288	3.000%	\$ 2.790
Tools and Clothing	0.500%	\$ 0.443	0.500%	\$ 0.458	0.500%	\$ 0.465
Comp. & Dis. Supp.	1.985%	\$ 1.757	1.985%	\$ 1.816	1.985%	\$ 1.846
N.E.L.C.A.F	0.750%	\$ 0.664	0.750%	\$ 0.686	0.750%	\$ 0.698
NEAT Trust Fund	1.000%	\$ 0.885	1.000%	\$ 0.915	1.000%	\$ 0.930
National Electrical Industry Fund	1.000%	\$ 0.885	1.000%	\$ 0.915	1.000%	\$ 0.930
Total Rate For Benefits	107.882%	\$ 68.927	108.803%	\$ 71.977	111.247%	\$ 74.827
Total Cost Per Hour		\$ 157.427		\$ 163.477		\$ 167.827

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR MATERIAL PERSON OUTSIDE UTILITY PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

<u>PREVAILING RATE CHART</u>	<u>05/04/2022 (at 4:01 p.m.)</u>	<u>05/04/2022 (at 4:01 p.m.)</u>	<u>05/03/2023 (at 4:01 p.m.)</u>	<u>05/03/2023 (at 4:01 p.m.)</u>	<u>5/01/2024 (at 4:01 p.m.)</u>	<u>5/01/2024 (at 4:01 p.m.)</u>
Hourly Rate	\$ 51.33	\$ 51.33	\$ 53.07	\$ 53.07	\$ 53.94	\$ 53.94
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.080	0.150%	\$ 0.081
P H B P -- Pension Trust	13.390%	\$ 6.873	13.390%	\$ 7.106	13.390%	\$ 7.223
P H B P -- Medical	26.060%	\$ 13.377	26.060%	\$ 13.830	26.060%	\$ 14.057
P H B P -- Medical	10.228%	\$ 5.250	11.306%	\$ 6.000	11.123%	\$ 6.000
Dental Plan	3.140%	\$ 1.612	3.140%	\$ 1.666	3.140%	\$ 1.694
N .E .B .F .	3.000%	\$ 1.540	3.000%	\$ 1.592	3.000%	\$ 1.618
Annuity	10.715%	\$ 5.500	10.364%	\$ 5.500	12.977%	\$ 7.000
HRA	12.663%	\$ 6.500	12.248%	\$ 6.500	12.050%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 3.927	7.650%	\$ 4.060	7.650%	\$ 4.126
DSP Percentage	16.500%	\$ 8.469	16.500%	\$ 8.757	16.500%	\$ 8.900
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.857	1.670%	\$ 0.886	1.670%	\$ 0.901
Educational & Cultural (Safety and Training)	2.000%	\$ 1.027	2.500%	\$ 1.327	3.000%	\$ 1.618
Tools and Clothing	0.500%	\$ 0.257	0.500%	\$ 0.265	0.500%	\$ 0.270
Comp. & Dis. Supp.	1.985%	\$ 1.019	1.985%	\$ 1.053	1.985%	\$ 1.071
N.E.L.C.A.F	0.750%	\$ 0.385	0.750%	\$ 0.398	0.750%	\$ 0.405
NEAT Trust Fund	1.000%	\$ 0.513	1.000%	\$ 0.531	1.000%	\$ 0.539
National Electrical Industry Fund	1.000%	\$ 0.513	1.000%	\$ 0.531	1.000%	\$ 0.539
Total Rate For Benefits	112.251%	\$ 57.618	113.212%	\$ 60.082	115.946%	\$ 62.541
Total Cost Per Hour		\$ 108.948		\$ 113.152		\$ 116.481

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR MATERIAL PERSON OUTSIDE UTILITY PACKAGE OT Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 77.00	\$ 77.00	\$ 79.61	\$ 79.61	\$ 80.91	\$ 80.91
Hourly Rate	\$ 51.33	\$ 51.33	\$ 53.07	\$ 53.07	\$ 53.94	\$ 53.94
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.080	0.150%	\$ 0.081
P H B P -- Pension Trust	13.390%	\$ 6.873	13.390%	\$ 7.106	13.390%	\$ 7.223
P H B P -- Medical	26.060%	\$ 13.377	26.060%	\$ 13.830	26.060%	\$ 14.057
P H B P -- Medical	10.228%	\$ 5.250	11.306%	\$ 6.000	11.123%	\$ 6.000
Dental Plan	3.140%	\$ 1.612	3.140%	\$ 1.666	3.140%	\$ 1.694
N .E .B .F .	3.000%	\$ 2.310	3.000%	\$ 2.388	3.000%	\$ 2.427
Annuity	10.715%	\$ 5.500	10.364%	\$ 5.500	12.977%	\$ 7.000
HRA	12.663%	\$ 6.500	12.248%	\$ 6.500	12.050%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 5.890	7.650%	\$ 6.090	7.650%	\$ 6.190
DSP Percentage	16.500%	\$ 8.469	16.500%	\$ 8.757	16.500%	\$ 8.900
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.857	1.670%	\$ 0.886	1.670%	\$ 0.901
Educational & Cultural (Safety and Training)	2.000%	\$ 1.540	2.500%	\$ 1.990	3.000%	\$ 2.427
Tools and Clothing	0.500%	\$ 0.385	0.500%	\$ 0.398	0.500%	\$ 0.405
Comp. & Dis. Supp.	1.985%	\$ 1.528	1.985%	\$ 1.580	1.985%	\$ 1.606
N.E.L.C.A.F	0.750%	\$ 0.577	0.750%	\$ 0.597	0.750%	\$ 0.607
NEAT Trust Fund	1.000%	\$ 0.770	1.000%	\$ 0.796	1.000%	\$ 0.809
National Electrical Industry Fund	1.000%	\$ 0.770	1.000%	\$ 0.796	1.000%	\$ 0.809
Total Rate For Benefits	112.251%	\$ 62.209	113.212%	\$ 64.960	115.946%	\$ 67.635
Total Cost Per Hour		\$ 139.204		\$ 144.565		\$ 148.545

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

<u>PREVAILING RATE CHART</u>	<u>05/04/2022 (at 4:01 p.m.)</u>	<u>05/04/2022 (at 4:01 p.m.)</u>	<u>05/03/2023 (at 4:01 p.m.)</u>	<u>05/03/2023 (at 4:01 p.m.)</u>	<u>5/01/2024 (at 4:01 p.m.)</u>	<u>5/01/2024 (at 4:01 p.m.)</u>
Hourly Rate	\$ 47.20	47.20	\$ 48.80	48.80	\$ 49.60	49.60
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.073	0.150%	\$ 0.074
P H B P -- Pension Trust	13.390%	\$ 6.320	13.390%	\$ 6.534	13.390%	\$ 6.641
P H B P -- Medical	26.060%	\$ 12.300	26.060%	\$ 12.717	26.060%	\$ 12.926
P H B P -- Medical	11.123%	\$ 5.250	12.295%	\$ 6.000	12.097%	\$ 6.000
Dental Plan	3.140%	\$ 1.482	3.140%	\$ 1.532	3.140%	\$ 1.557
N .E .B .F .	3.000%	\$ 1.416	3.000%	\$ 1.464	3.000%	\$ 1.488
Annuity	11.653%	\$ 5.500	11.270%	\$ 5.500	14.113%	\$ 7.000
HRA	13.771%	\$ 6.500	13.320%	\$ 6.500	13.105%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 3.611	7.650%	\$ 3.733	7.650%	\$ 3.794
DSP Percentage	16.500%	\$ 7.788	16.500%	\$ 8.052	16.500%	\$ 8.184
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.788	1.670%	\$ 0.815	1.670%	\$ 0.828
Educational & Cultural (Safety and Training)	2.000%	\$ 0.944	2.500%	\$ 1.220	3.000%	\$ 1.488
Tools and Clothing	0.500%	\$ 0.236	0.500%	\$ 0.244	0.500%	\$ 0.248
Comp. & Dis. Supp.	1.985%	\$ 0.937	1.985%	\$ 0.969	1.985%	\$ 0.985
N.E.L.C.A.F	0.750%	\$ 0.354	0.750%	\$ 0.366	0.750%	\$ 0.372
NEAT Trust Fund	1.000%	\$ 0.472	1.000%	\$ 0.488	1.000%	\$ 0.496
National Electrical Industry Fund	1.000%	\$ 0.472	1.000%	\$ 0.488	1.000%	\$ 0.496
Total Rate For Benefits	115.192%	\$ 54.370	116.180%	\$ 56.696	119.110%	\$ 59.078
Total Cost Per Hour		\$ 101.570		\$ 105.496		\$ 108.678

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR EQUIPMENT OPERATOR OUTSIDE UTILITY PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 70.80	\$ 70.80	\$ 73.20	\$ 73.20	\$ 74.40	\$ 74.40
Hourly Rate	\$ 47.20	\$ 47.20	\$ 48.80	\$ 48.80	\$ 49.60	\$ 49.60
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.073	0.150%	\$ 0.074
P H B P -- Pension Trust	13.390%	\$ 6.320	13.390%	\$ 6.534	13.390%	\$ 6.641
P H B P -- Medical	26.060%	\$ 12.300	26.060%	\$ 12.717	26.060%	\$ 12.926
P H B P -- Medical	11.123%	\$ 5.250	12.295%	\$ 6.000	12.097%	\$ 6.000
Dental Plan	3.140%	\$ 1.482	3.140%	\$ 1.532	3.140%	\$ 1.557
N .E .B .F .	3.000%	\$ 2.124	3.000%	\$ 2.196	3.000%	\$ 2.232
Annuity	11.653%	\$ 5.500	11.270%	\$ 5.500	14.113%	\$ 7.000
HRA	13.771%	\$ 6.500	13.320%	\$ 6.500	13.105%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 5.416	7.650%	\$ 5.600	7.650%	\$ 5.692
DSP Percentage	16.500%	\$ 7.788	16.500%	\$ 8.052	16.500%	\$ 8.184
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.788	1.670%	\$ 0.815	1.670%	\$ 0.828
Educational & Cultural (Safety and Training)	2.000%	\$ 1.416	2.500%	\$ 1.830	3.000%	\$ 2.232
Tools and Clothing	0.500%	\$ 0.354	0.500%	\$ 0.366	0.500%	\$ 0.372
Comp. & Dis. Supp.	1.985%	\$ 1.405	1.985%	\$ 1.453	1.985%	\$ 1.477
N.E.L.C.A.F	0.750%	\$ 0.531	0.750%	\$ 0.549	0.750%	\$ 0.558
NEAT Trust Fund	1.000%	\$ 0.708	1.000%	\$ 0.732	1.000%	\$ 0.744
National Electrical Industry Fund	1.000%	\$ 0.708	1.000%	\$ 0.732	1.000%	\$ 0.744
Total Rate For Benefits	115.192%	\$ 58.591	116.180%	\$ 61.182	119.110%	\$ 63.762
Total Cost Per Hour		\$ 129.391		\$ 134.382		\$ 138.162

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR GROUNDPERSON OUTSIDE UTILITY PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

<u>PREVAILING RATE CHART</u>	<u>05/04/2022 (at 4:01 p.m.)</u>	<u>05/04/2022 (at 4:01 p.m.)</u>	<u>05/03/2023 (at 4:01 p.m.)</u>	<u>05/03/2023 (at 4:01 p.m.)</u>	<u>5/01/2024 (at 4:01 p.m.)</u>	<u>5/01/2024 (at 4:01 p.m.)</u>
Hourly Rate	\$ 35.40	35.40	\$ 36.60	36.60	\$ 37.20	37.20
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.055	0.150%	\$ 0.056
P H B P -- Pension Trust	13.390%	\$ 4.740	13.390%	\$ 4.901	13.390%	\$ 4.981
P H B P -- Medical	26.060%	\$ 9.225	26.060%	\$ 9.538	26.060%	\$ 9.694
P H B P -- Medical	14.831%	\$ 5.250	16.393%	\$ 6.000	16.129%	\$ 6.000
Dental Plan	3.140%	\$ 1.112	3.140%	\$ 1.149	3.140%	\$ 1.168
N .E .B .F .	3.000%	\$ 1.062	3.000%	\$ 1.098	3.000%	\$ 1.116
Annuity	15.537%	\$ 5.500	15.027%	\$ 5.500	18.817%	\$ 7.000
HRA	18.362%	\$ 6.500	17.760%	\$ 6.500	17.473%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 2.708	7.650%	\$ 2.800	7.650%	\$ 2.846
DSP Percentage	16.500%	\$ 5.841	16.500%	\$ 6.039	16.500%	\$ 6.138
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.591	1.670%	\$ 0.611	1.670%	\$ 0.621
Educational & Cultural (Safety and Training)	2.000%	\$ 0.708	2.500%	\$ 0.915	3.000%	\$ 1.116
Tools and Clothing	0.500%	\$ 0.177	0.500%	\$ 0.183	0.500%	\$ 0.186
Comp. & Dis. Supp.	1.985%	\$ 0.703	1.985%	\$ 0.727	1.985%	\$ 0.738
N.E.L.C.A.F	0.750%	\$ 0.266	0.750%	\$ 0.275	0.750%	\$ 0.279
NEAT Trust Fund	1.000%	\$ 0.354	1.000%	\$ 0.366	1.000%	\$ 0.372
National Electrical Industry Fund	1.000%	\$ 0.354	1.000%	\$ 0.366	1.000%	\$ 0.372
Total Rate For Benefits	127.374%	\$ 45.090	128.475%	\$ 47.022	132.214%	\$ 49.184
Total Cost Per Hour		\$ 80.490		\$ 83.622		\$ 86.384

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR GROUNDPERSON OUTSIDE UTILITY PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 53.10	\$ 53.10	\$ 54.90	\$ 54.90	\$ 55.80	\$ 55.80
Hourly Rate	\$ 35.40	\$ 35.40	\$ 36.60	\$ 36.60	\$ 37.20	\$ 37.20
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.055	0.150%	\$ 0.056
P H B P -- Pension Trust	13.390%	\$ 4.740	13.390%	\$ 4.901	13.390%	\$ 4.981
P H B P -- Medical	26.060%	\$ 9.225	26.060%	\$ 9.538	26.060%	\$ 9.694
P H B P -- Medical	14.831%	\$ 5.250	16.393%	\$ 6.000	16.129%	\$ 6.000
Dental Plan	3.140%	\$ 1.112	3.140%	\$ 1.149	3.140%	\$ 1.168
N .E .B .F .	3.000%	\$ 1.593	3.000%	\$ 1.647	3.000%	\$ 1.674
Annuity	15.537%	\$ 5.500	15.027%	\$ 5.500	18.817%	\$ 7.000
HRA	18.362%	\$ 6.500	17.760%	\$ 6.500	17.473%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 4.062	7.650%	\$ 4.200	7.650%	\$ 4.269
DSP Percentage	16.500%	\$ 5.841	16.500%	\$ 6.039	16.500%	\$ 6.138
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.591	1.670%	\$ 0.611	1.670%	\$ 0.621
Educational & Cultural (Safety and Training)	2.000%	\$ 1.062	2.500%	\$ 1.373	3.000%	\$ 1.674
Tools and Clothing	0.500%	\$ 0.266	0.500%	\$ 0.275	0.500%	\$ 0.279
Comp. & Dis. Supp.	1.985%	\$ 1.054	1.985%	\$ 1.090	1.985%	\$ 1.108
N.E.L.C.A.F	0.750%	\$ 0.398	0.750%	\$ 0.412	0.750%	\$ 0.419
NEAT Trust Fund	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.558
National Electrical Industry Fund	1.000%	\$ 0.531	1.000%	\$ 0.549	1.000%	\$ 0.558
Total Rate For Benefits	127.374%	\$ 48.256	128.475%	\$ 50.386	132.214%	\$ 52.696
Total Cost Per Hour		\$ 101.356		\$ 105.286		\$ 108.496

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR FLAGPERSON OUTSIDE UTILITY PACKAGE

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
Hourly Rate	\$ 26.55	26.55	\$ 27.45	27.45	\$ 27.90	27.90
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.041	0.150%	\$ 0.042
P H B P -- Pension Trust	13.390%	\$ 3.555	13.390%	\$ 3.676	13.390%	\$ 3.736
P H B P -- Medical	26.060%	\$ 6.919	26.060%	\$ 7.153	26.060%	\$ 7.271
P H B P -- Medical	19.774%	\$ 5.250	21.858%	\$ 6.000	21.505%	\$ 6.000
Dental Plan	3.140%	\$ 0.834	3.140%	\$ 0.862	3.140%	\$ 0.876
N .E .B .F .	3.000%	\$ 0.797	3.000%	\$ 0.824	3.000%	\$ 0.837
Annuity	20.716%	\$ 5.500	20.036%	\$ 5.500	25.090%	\$ 7.000
HRA	24.482%	\$ 6.500	23.679%	\$ 6.500	23.297%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 2.031	7.650%	\$ 2.100	7.650%	\$ 2.134
DSP Percentage	16.500%	\$ 4.381	16.500%	\$ 4.529	16.500%	\$ 4.604
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.443	1.670%	\$ 0.458	1.670%	\$ 0.466
Educational & Cultural (Safety and Training)	2.000%	\$ 0.531	2.500%	\$ 0.686	3.000%	\$ 0.837
Tools and Clothing	0.500%	\$ 0.133	0.500%	\$ 0.137	0.500%	\$ 0.140
Comp. & Dis. Supp.	1.985%	\$ 0.527	1.985%	\$ 0.545	1.985%	\$ 0.554
N.E.L.C.A.F	0.750%	\$ 0.199	0.750%	\$ 0.206	0.750%	\$ 0.209
NEAT Trust Fund	1.000%	\$ 0.266	1.000%	\$ 0.275	1.000%	\$ 0.279
National Electrical Industry Fund	1.000%	\$ 0.266	1.000%	\$ 0.275	1.000%	\$ 0.279
Total Rate For Benefits	143.617%	\$ 38.130	144.869%	\$ 39.766	149.687%	\$ 41.763
Total Cost Per Hour		\$ 64.680		\$ 67.216		\$ 69.663

Joint Industry Board of the Electrical Industry

PREVAILING RATES FOR FLAGPERSON OUTSIDE UTILITY PACKAGE OT

Local Union No. 3, I.B.E.W. Agreement and Working Rules Effective 5/4/2022 (at 4:01 p.m.) to 5/7/2025 (at 4:00 p.m.)

PREVAILING RATE CHART	05/04/2022 (at 4:01 p.m.)	05/04/2022 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	05/03/2023 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)	5/01/2024 (at 4:01 p.m.)
OT Rate	\$ 39.83	\$ 39.83	\$ 41.18	\$ 41.18	\$ 41.85	\$ 41.85
Hourly Rate	\$ 26.55	\$ 26.55	\$ 27.45	\$ 27.45	\$ 27.90	\$ 27.90
	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>	<u>New%Contr</u>	<u>Dollar Equiv</u>
Legal Services Plan	0.000%	\$ -	0.150%	\$ 0.041	0.150%	\$ 0.042
P H B P -- Pension Trust	13.390%	\$ 3.555	13.390%	\$ 3.676	13.390%	\$ 3.736
P H B P -- Medical	26.060%	\$ 6.919	26.060%	\$ 7.153	26.060%	\$ 7.271
P H B P -- Medical	19.774%	\$ 5.250	21.858%	\$ 6.000	21.505%	\$ 6.000
Dental Plan	3.140%	\$ 0.834	3.140%	\$ 0.862	3.140%	\$ 0.876
N .E .B .F .	3.000%	\$ 1.195	3.000%	\$ 1.235	3.000%	\$ 1.256
Annuity	20.716%	\$ 5.500	20.036%	\$ 5.500	25.090%	\$ 7.000
HRA	24.482%	\$ 6.500	23.679%	\$ 6.500	23.297%	\$ 6.500
DSP (401(k) Plan) - FICA	7.650%	\$ 3.047	7.650%	\$ 3.150	7.650%	\$ 3.202
DSP Percentage	16.500%	\$ 4.381	16.500%	\$ 4.529	16.500%	\$ 4.604
DSP Hourly	0.000%	\$ -	0.000%	\$ -	0.000%	\$ -
Educational & Cultural	1.670%	\$ 0.443	1.670%	\$ 0.458	1.670%	\$ 0.466
Educational & Cultural (Safety and Training)	2.000%	\$ 0.797	2.500%	\$ 1.029	3.000%	\$ 1.256
Tools and Clothing	0.500%	\$ 0.199	0.500%	\$ 0.206	0.500%	\$ 0.209
Comp. & Dis. Supp.	1.985%	\$ 0.791	1.985%	\$ 0.817	1.985%	\$ 0.831
N.E.L.C.A.F	0.750%	\$ 0.299	0.750%	\$ 0.309	0.750%	\$ 0.314
NEAT Trust Fund	1.000%	\$ 0.398	1.000%	\$ 0.412	1.000%	\$ 0.419
National Electrical Industry Fund	1.000%	\$ 0.398	1.000%	\$ 0.412	1.000%	\$ 0.419
Total Rate For Benefits	143.617%	\$ 40.504	144.869%	\$ 42.290	149.687%	\$ 44.397
Total Cost Per Hour		\$ 80.329		\$ 83.465		\$ 86.247